



CITY OF LAS VEGAS

# JOIN OUR TEAM

BECOME A PART  
OF OUR STORY

CHIEF  
LAS VEGAS  
FIRE & RESCUE

[www.lasvegasnevada.gov](http://www.lasvegasnevada.gov)

WE ARE  
**HIRING**





## THE COMMUNITY

Meaning “the meadows,” Las Vegas is surrounded by mountains and desert providing spectacular scenery and a warm climate. Las Vegas residents enjoy more than 300 days of sunshine a year, with an average high temperature of 80 degrees, and an average low temperature of 56 degrees. Tree-lined streets, creative parks and abundant pedestrian/bicycle trails make residential living comfortable and pleasant in a variety of neighborhoods that are affordably priced.

Las Vegas is a sought after destination for its climate, cost of living, no state income tax, access to an international airport, world-class amenities and a wide variety of recreational opportunities. Residents enjoy nearby hiking at the Red Rock Canyon National Conservation Area, kayaking down the Colorado River and skiing in Lee Canyon during the winter. Family friendly activities are abundant and include water parks, the Smith Center for the Performing Arts, Discovery Children’s Museum, the Springs Preserve and much more. Within a day’s drive are venues such as Zion National Park, the Grand Canyon, Disneyland and more. For sports fans, Las Vegas is home to the Las Vegas Raiders, Vegas Golden Knights, the Las Vegas Aces and minor league baseball and soccer teams. The Super Bowl, will be held inside of Allegiant Stadium in 2024. With a population of more than 661,000 residents, Las Vegas has been one of the fastest-growing cities in the United States and Clark County overall has a total population of more than two million. The city embraces this growth responsibly and strives to provide open, accessible government and high quality services to its residents. As a result of this growth, Las Vegas is recognized as a leader in diversity, equity and inclusion with a commitment via City Council resolution and staff efforts. Las Vegas is a dynamic city that values all individuals and creates opportunities for everyone. Las Vegas has also benefited from decades of forward thinking and planning, which continually added to the city’s economic strength and livability. This is shown by Las Vegas not only becoming a top destination for business and industry, but also a flourishing high tech employment sector.

The Clark County School District reports an enrollment of more than 320,000 students. According to the U.S. News and World Report, out of 23,000 public high schools nationwide, southern Nevada has a number of highly ranked schools. Institutions of higher learning include the University of Nevada-Las Vegas, the College of Southern Nevada, the Desert Research Institute, the Nevada State College and the University of Nevada Medical School.

## CITY GOVERNMENT

The city of Las Vegas was founded in 1905 and incorporated in March 1911. The city is governed under the council/manager form of government. The mayor is elected at-large and six council members are elected from wards for overlapping four-year terms. The city has inter-local agreements with Clark County and the cities of Henderson, North Las Vegas and Boulder City for joint water, transportation, library and solid waste services. Police services are provided by the Las Vegas Metropolitan Police Department, a jointly supported venture of the city of Las Vegas and Clark County, led by an elected sheriff. The city employs more than 3,400 personnel and operates with a general fund budget of approximately \$628 million. In 2018, the city was named an All-America City by the National Civic League for showing how the community leverages civic engagement, collaboration, inclusiveness and innovation to successfully address local issues.

## FIRE AND RESCUE DEPARTMENT

The Las Vegas Fire & Rescue Department is an I.S.O. Class One fire department with values of concern, compassion and professionalism in all endeavors. The department is an all-hazards agency that reduces risks, protects life, prevents loss and serves our community proudly. The department provides all fire suppression, prevention and education programs in the city as well as paramedic emergency medical services to the residents and visitors of the Las Vegas community. The department also has a Bomb Squad, Hazardous Materials Team and Technical Rescue Team that provide services for the city and the rest of Clark County. The Combined Communications Center (Fire & Medical 9-1-1) is also located at Las Vegas Fire & Rescue headquarters.

Las Vegas Fire & Rescue protects a city that covers 133.25-square-miles (including large Clark County “islands”), more than 661,000 residents and millions of visitors annually.

We are a transport agency and we pride ourselves in providing excellence in pre-hospital care. Our vehicles and ambulances are staffed with highly trained personnel who can provide basic and advanced life support services throughout the city within minutes. In 2021, the total number of calls received were more than 91,000 and the average responses per shift were 263.

The department currently has seven divisions with 700+ employees; there are approximately 600 employees in Fire Suppression. The department has a FY2022 budget of approximately \$173.5 million (combined general fund and several special revenue funds).

To learn more about the Fire and Rescue department, visit: <https://www.lasvegasnevada.gov/Government/Departments/Fire-Rescue>



## THE POSITION

The Fire Chief (Director) of the Las Vegas Fire & Rescue Department will be responsible for planning, leading, organizing, directing, managing, measuring and overseeing the department activities and operations including fire prevention, fire suppression operations, emergency medical and 9-1-1 communication services and an all hazards response capability. The director will provide community education and related city/regional safety services, coordinate assigned activities with other city departments and agencies, and provide highly responsible and complex administrative and technical support to senior leadership. For a full job description, visit: [www.lasvegasnevada.gov/FireChief](http://www.lasvegasnevada.gov/FireChief)

## IDEAL CANDIDATE

The new fire chief shall be a proven fire professional and leader who is able to nurture internal/external relationships by maintaining a visible and active presence. They must demonstrate understanding and empathy, while holding themselves and others to the highest standards of integrity and accountability. The ideal candidate will be an effective and engaged communicator with employees, the community, elected officials and other community partners.

The fire chief must establish and maintain a high level of credibility and trust throughout the department and the community. They must have a strong background and commitment to contemporary concepts of public safety and community engagement. The next fire chief must have patience and perseverance to foster a vision and direction for the city. The fire chief must foster an environment of teamwork and promote positive morale within the department and should have a proven track record of inclusion, advancing equity and diversity within a fire department.

### Core Competencies

- **Inspirational Leadership:** Principles and practices of public administration; forward thinking visionary; serves as an effective mentor and coach; empowers a diverse workforce; creates an environment where ideas are fostered and nurtured; listens attentively to understand the needs, intentions and values of others.
- **Community Collaborator / Politically Astute:** Successfully engages with city leadership, mayor/ City Council, department directors, external stakeholders and civic leaders; maintains positive, productive community partnerships and collaborations; maintains relationships with neighboring fire agencies.
- **Communication Skills:** Exceptional listener and communicator; outstanding analytical, written and verbal communication, as well as presentation skills; handles sensitive situations with tact and diplomacy; provides clear expectations and fosters a culture of personal accountability; effectively present ideas, solutions and/or recommendations; prepare clear and concise reports and instructions.
- **Strategic-Thinking:** Has patience and perseverance to foster a vision and direction for the city; seeks “best practices” and trends for continued growth and relevance; develops short and long-range plans, strategies, priorities, goals and objectives.
- **Results Oriented:** Improves and sustains superior fire and rescue service delivery; maintains and builds high-performing teams that hold themselves and staff accountable for their performance; delegates appropriately; makes financially-sound decisions; optimizes resources; pursues aggressive, achievable goals and works strategically to achieve them.
- **Talent Management:** Demonstrates the ability to attract, align, develop and retain a diverse talent pool.

### Education and Experience

It is expected that the new fire chief will have a bachelor's degree with major coursework in fire science, public administration, business administration or a closely related field. It is also required that the new director have at least 10 years in any combination of professional firefighting, fire prevention or emergency management with five of those years as a full-time manager. A combination of formal education and directly related work experience may substitute for the degree.



# COMPENSATION AND BENEFITS

The salary range for this position is \$114,922 - \$183,877.

Actual salary will be dependent on the qualifications and experience of the successful candidate. The city offers an excellent variety of generous benefits and financial incentives that include:

- **Tax Structure:** Employees benefit from Nevada's very favorable tax structure - no state or local income tax, no inheritance tax and no sales tax on food or drugs. Furthermore, the property tax rate is among the lowest in the country.
- **Work Week:** 4-10's Work Week
- **Retirement (Nevada P.E.R.S.):** No Social Security deductions, except for small, mandated Medicare portion (1.45 percent).
- **Medical, Dental, Vision Insurance Program:** Five medical plans available, plus two dental and vision plans each. City pays 100 percent of employee premium costs and 50 percent of dependent premiums.
- **Leave:** Generous vacation, sick leave and 12 paid holidays including leave sell back and a birthday holiday.
- **Annual Health & Wellness Reimbursement:** Employees may apply for reimbursement up to \$2,250 annually for qualified out of pocket health and wellness expenses (i.e. gym membership and fitness wearables). Employee and family education benefits are also available (tuition assistance and student loan repayment).
- **Annual Physical Exams:** If covered by a city health plan, eligible for a comprehensive wellness physical exam annually at no cost at WellTrac (also for covered spouse and dependents over age 18).
- **Deferred Compensation:** City matches dollar for dollar up to the following amounts per calendar year and employees are fully vested after five years:
  - » 0 - 24 months \$4,000
  - » 25 - 48 months \$5,000
  - » 49 - 60 months \$6,000
  - » 60+ months \$7,000
- **Life Insurance:** \$100,000 city-paid policy.
- **Short-term Disability Insurance:** City pays employee 100 percent of base salary for up to 90 days.
- **Long-term Disability:** Benefits begin after 90 days of disability. Payment is up to 70 percent of earnings, up to \$15,000/month.



## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this opportunity, please submit cover letter, resume, and a list of six professional references via:

<https://www.governmentjobs.com/careers/lasvegas/jobs/3448520-0/fire-chief-director>

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**Human Resources Administrator**

**City of Las Vegas**

### *Selection Process*

The filing deadline is **Sunday, May 1, 2022**. Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to possess the most relevant qualifications will be invited to participate in an interview and selection process in Las Vegas. Following the completion of in-depth reference and background checks to be coordinated with the successful candidate.